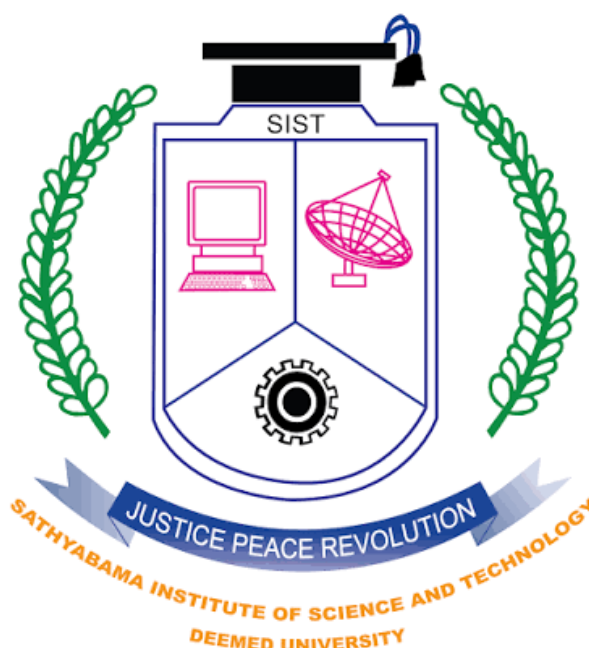


PLACEMENT AND CAREER GUIDANCE POLICY

2026 Edition

Policy No. : EOMS 21001: 2018/Pol/PLE/2025-2026/01



Sathyabama Institute of Science and Technology
(Deemed to be University)

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DOCUMENT CONTROL SHEET

Particulars	Details
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DOCUMENT CLASSIFICATION : This document constitutes an official policy of the Deemed to be University. The provisions of this policy shall be implemented and interpreted in accordance with the applicable statutory and regulatory requirements, and in conjunction with other relevant policies, regulations, ordinances, and guidelines of the Institution.



SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

CATEGORY - 1 UNIVERSITY BY UGC

Accredited with 'A++' grade by NAAC | Approved by AICTE

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PLACEMENT AND CAREER GUIDANCE POLICY

1. INTRODUCTION

The Training and Placement Policy at Sathyabama serves as the definitive blueprint for transforming academic potential into professional excellence. This framework orchestrates a seamless synergy between rigorous skill-building and high-impact career acquisition, ensuring our graduates emerge as visionary leaders in a globalized economy. It further emphasizes a structured progression model that encourages students to continuously elevate their career aspirations through well-defined placement opportunities.

2. VISION AND MISSION

2.1 Vision

To be a global benchmark in career engineering recognized for producing a lineage of technologically proficient, ethically grounded, and leadership-ready professionals who redefine the boundaries of industry and innovation.

2.2 Mission

- **Empowerment through Excellence:** To deliver cutting-edge, industry-synced training that transforms academic potential into high-value professional competence.
- **Strategic Global Synergy:** To cultivate and command a robust network of premier corporate partnerships to ensure our students access the world's most prestigious career platforms.
- **Equity & Integrity:** To operate a transparent, merit-centric placement ecosystem that rewards discipline, skill, and professional ethics.
- **Continuous Evolution:** To proactively adapt our pedagogical and placement frameworks to stay ahead of the volatile global market, ensuring our graduates remain "future-proof."

3. POLICY OBJECTIVES

- **Architecting Industry-Ready Professionals:** To forge graduates equipped with a lethal combination of technical mastery, analytical precision, and emotional intelligence.
- **Optimizing Career Trajectories:** To maximize employability by aligning student competencies with the sophisticated demands of Fortune 500 companies and innovative startups.
- **Ensuring Meritocratic Equity:** To provide a transparent, high-integrity ecosystem where placement opportunities are distributed based on merit and professional readiness.
- **Fostering Global Partnerships:** cultivate and sustain elite institutional alliances to facilitate premier recruitment, high-value internships, and research-driven collaborations.

4. KEY COMPONENTS

4.1 Holistic Skill Transformation

Sathyabama Institute of Science and Technology implements a comprehensive, multi-tiered training framework designed to bridge the gap between theoretical knowledge and industry application. Active participation is mandatory, emphasizing a strong commitment to excellence

- **Communication & Executive Presence:** Mastery of sophisticated verbal and non-verbal business interactions.
- **Quantitative & Cognitive Agility:** Rigorous training in logical reasoning, algorithmic thinking, and rapid problem-solving.
- **Domain-Specific Fortification:** Deep-dive technical workshops aligned with emerging tech stacks and industry standards.
- **Simulated Competitive Environments:** Intensive mock assessment centres, group dynamics, and bespoke resume engineering.
- **Leadership & Industry Immersion:** Direct engagement with CXOs and industry veterans through master classes and continuous networking.

4.2 Eligibility & Compliance

- **Academic Excellence:** Adherence to the stipulated minimum CGPA/Percentage as dictated by the institution and specific recruiters.
- **Integrity of Record:** A pristine academic history, characterized by a backlog-free status at the time of application.
- **Certified Competency:** Successful completion of all internal skill-mapping assessments and mandatory training modules.

4.3 The Recruitment Lifecycle

Sathyabama operate a streamlined, precision-engineered placement process:

- Enrolment: Formal registration with the Placement Cell.
- Strategic Briefings: Pre-placement talks (PPTs) that provide critical insights into corporate culture and roles.
- Duration: Precision short listing of candidates based on specialized recruiter criteria.
- Multi-Dimensional Evaluation: A rigorous gantlet of psychometric tests, technical gauntlets, and high-stakes interviews.

4.4 Progressive Offer Framework

Sathyabama champions a "Growth-First" philosophy, allowing high-performers to ascend through tiered career opportunities:

Category	Policy Feature	Objective
Standard Offer	Baseline Placement	Establishes the initial professional footprint.
Dream Offer	Upward Mobility	Permits students to pursue roles with a CTC of more than 5 LPA
Dream+ Offer	Accelerated Growth	Permits students to pursue roles with a CTC of more than 10 LPA
Super Dream Offer	Premium Advancement	Permits students to pursue roles with a CTC of more than 15 LPA
Elite Offer	Elite Career Access	Permits students to pursue roles with a CTC of more than 20 LPA+

4.5 Professional Code of Conduct

Sathyabama demand unwavering integrity. Any deviation from professional norms including the falsification of credentials, unauthorized absence from drives, or breach of corporate etiquette triggers immediate disqualification/disciplinary intervention.

4.6 Shared Accountability

- The Student: Owns their career journey. They arrive prepared, act with punctuality, and communicate with absolute transparency.
- The Placement Cell acts as a catalyst by facilitating career opportunities, nurturing corporate relationships, and providing structured support for student success

5. POLICY IMPLEMENTATION

The Director (Placement & Corporate Affairs) will be the nodal officer responsible for the implementation of this policy. The implementation framework includes:

- Director (Placement & Corporate Affairs): Overall supervision and policy enforcement.
- Placement Cell: Comprising faculty, Professors and Technical staff to monitor Placement & Training activities.
- Feedback Mechanism: Periodical feedback will be collected from students to assess the effectiveness of the policy.

6. REVIEW

This policy shall be reviewed every three years or earlier, if required, due to changes in statutory regulations.

7. NON-DISCRIMINATION

The Institution shall ensure that placement opportunities are facilitated without discrimination on the basis of gender, caste, religion, disability, or socio-economic background, subject to recruiter-specific eligibility criteria without affecting the future of the student's community of the university.

8. GRIEVANCE REDRESSAL MECHANISM

Students may submit grievances related to placement processes to the Placement Cell or designated authority. All grievances shall be addressed in a fair, transparent, and time-bound manner strictly in accordance with rules and policy guidelines.

9. CONCLUSION

This policy reflects the Institution's commitment to excellence in preparing students for future professional roles. It aims to bridge the gap between academic learning and industry expectations through structured and continuous efforts. The framework supports the development of professional competencies, discipline, and outcome oriented performance.



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